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JOB NO. _____ BOX NO. _____ FLD NO. _____ DOC. NO. 11 NO CHANGE
 IN CLASS/ /DECLASS/ /CLASS CHANGED TO: TS S ~~SECRET~~ JUST. 22
 NEXT REV DATE 19 REV DATE 12/14/79 REVIEWER 025614 TYPE DOC. 02
 NO. PGS 2 CREATION DATE - ORG COMP 807 OPI 30 ORG CLASS 5
 REV CLASS C REV COORD. - AUTH: HR 70-3

11 December 1957

MEMORANDUM FOR: Director of Personnel

SUBJECT : Accelerated Retirement

1. Since our lunch with Rocco Siciliano and Joe Winslow of the White House staff, I have been turning over in my mind the method of attack we are using on the problem of accelerated retirement. The more I think about it, the more I feel relatively certain that this is one Agency problem that must be attacked from several different angles inasmuch as I see no possibility of any one solution. Consequently, I think that the more we move into the problem, the more important it is that we systematically start identifying and planning for the ultimate conversion from staff status to retirement or another occupation of those personnel approaching a certain age bracket. As I now see the problem, we have four possibilities for use of senior personnel who have passed the period of greatest usefulness in staff status. These are:

a. Accelerated retirement for overseas service. It seems to me that we are now approaching this problem from the right direction and if we couple it with some form of mandatory retirement, we may be able to arrive at a solution which will enable a fair proportion of senior professionals in the Clandestine Services to retire at the 50-55 age bracket.

b. Assignment to other departments. This suggestion by Siciliano can probably be worked out for certain categories of personnel with certain special talents, but it is unlikely that it would enable us to place more than a few senior personnel each year.

c. Jobs in industry, universities and foundations. Just as in "b" above, it occurs to me that we might be able to work out specific agreements with certain companies and universities and foundations whereby they would be willing to take individuals with special qualifications. This might be particularly applicable to the DD/I area where there are economists, former college professors, etc.

d. Deep long-term cover positions overseas. It seems to me that there are some of our senior personnel in the Clandestine Services who would like to live overseas after their retirement. While they perhaps could not exist on a reduced retirement basis, they might very well be able to live comfortably if established as contract agents with the principal assignment of developing deep and permanent cover for lifelong residences. This again would not be an acceptable adaptation for many but might each year be applied to a few with the long-term goal of developing world-wide coverage by experienced personnel.

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I believe at a very early date we might start working on the
development of a system by which we would select people for early retirement,
and mechanism by which they could be worked into one of the retirement
avenues outlined above.

SIGNED

LYMAN B. KIRKPATRICK
Inspector General

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